

## AGREEMENT

with  
Blairstown Township Board of Education  
and  
BLAIRSTOWN TOWNSHIP TEACHERS' ASSOCIATION

and the

BOARD OF EDUCATION OF BLAIRSTOWN TOWNSHIP

THE (COUNTY OF WARREN)

NEW JERSEY

1984-1985 1985-1986 1986/87

X July 1, 1984 - June 30, 1987

## ARTICLE I

### RECOGNITION

#### A. Unit

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning grievances and terms and conditions of employment for all teachers under contract, employed or to be employed by the Board, and the school nurse provided she has obtained a B.S. or B.A. degree from a certified college or university.

#### B. Definition of Teacher

Unless otherwise indicated, the term "teachers," when used hereinafter in this Agreement, shall refer to all professional teachers represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

BLAIRSTOWN TOWNSHIP ELEMENTARY SCHOOL

Blairstown, New Jersey 07825

GRIEVANCE PROCEDURE

A. Defintions

1. A "grievance" is a claim based upon an event or condition which affects the welfare and/or terms and conditions of employment of a teacher or group of teachers and/or interpretation, meaning, or application of any of the provisions of this Agreement.
2. An "aggrieved person" is the person or persons making the claim.
3. A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting the welfare or terms and conditions of employment of teachers. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with terms of this Agreement and that the Association has been given the opportunity to be present at such adjustment and to state its views.

C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
2. In the event a grievance is filed at such a time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following

school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

3. Level One

A teacher with a grievance shall first discuss it with his principal or immediate superior, either directly or through the Association's designated Representative, with the objective of resolving the matter informally.

4. Level Two

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within five (5) school days after presentation of the grievance, he may file the grievance in writing with the Chairman of the Association's Committee on Professional Rights and Responsibilities (hereinafter referred to as the "PR & R Committee") within five (5) school days after the decision at Level One or ten (10) school days after the grievance was presented, whichever is sooner. Within five (5) school days after receiving the written grievance, the Chairman of the PR & R Committee shall refer it to the superintendent of schools and/or the Board of Education for their action. Meetings for clarification may be requested by either the PR & R Committee with the Board of Education or the Board may request a meeting with the Teachers' Association.

5. Level Three

(a) If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within (10) school days after the grievance was delivered to the superintendent, he may within five (5) school days after a decision by the superintendent and/or Board of Education or fifteen (15) school days after the grievance was delivered to the superintendent whichever is sooner, request in writing that the Chairman of the PR & R Committee submit his grievance to arbitration. If the PR & R Committee determines that the grievance is meritorious, it may submit the grievance to arbitration within fifteen (15) school days after receipt of a request by the aggrieved person.

(b) Within ten (10) school days after such written notice of submission to arbitration, the Board and the PR & R Committee shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a

commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

(c) The arbitrator so selected shall confer with the representatives of the Board and the PR & R Committee and hold hearings promptly and shall issue his decision not later than twenty (20) days from the date of the close of the hearings, or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.

(d) The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

#### D. Rights of Teachers to Representation

1. Any party in interest may be represented at all stages of the grievance procedure by himself, or, at his option, by a representative selected or approved by the Association. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.
2. No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any building representative, any member of the PR & R Committee or any other participant in the grievance procedure by reason of such participation.

#### E. Miscellaneous

1. If, in the judgment of the PR & R Committee, a grievance affects a group or class of teachers, the PR & R Committee may submit such grievance in writing to the superintendent directly and the processing of such grievance shall be commenced at Level Two. The PR & R Committee may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.
2. Decisions rendered at Level One which are unsatisfactory to the aggrieved person and all decisions rendered at Level Two and Three of the grievance procedure shall be in writing setting forth the decision and the reasons therefor and shall be transmitted promptly to all parties in interest and to the Chairman of the PR & R Committee. Decisions rendered at Level Three shall be in accordance with the procedures set forth in Section C, paragraph 5 (c) of this ARTICLE.
3. All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
4. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the superintendent or the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.
5. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representative, heretofore referred to in this ARTICLE.

BLAIRSTOWN TOWNSHIP ELEMENTARY SCHOOL

SECTION I

1. Blue Cross and Connecticut General Major Medical including the "Paid Perscription Plan" with a \$2.00 deductible will be provided to the employee and family at no cost to the employee.
2. After ten years experience, five of which were in the Blairstown Township School District, teachers will receive an additional \$100 per year longevity increase until an annual increase of \$500 is reached.
3. Teachers with nineteen years teaching experience, ten of which were in the Blairstown Township School District, will receive an additional longevity increase of \$500 per year.
4. Upon receipt of an official transcript, an additional \$100.00 will be added to the teachers annual salary for each group of six credits, up to a maximum of thirty six (36) credits or \$600.00. Credits must be earned after the teacher has received a certified teaching degree. An additional \$300.00 will be received by teachers who have earned a Master's Degree. Presentation of additional credits, as mentioned above, may only be made during the months of August and January to facilitate the drawing of contracts effective September first and February first. All credits presented to the Board of Education for payment must have had prior approval by the school administrator and all credits must be in the teacher's field of endeavor.
5. Credit for military service time up to two years will be granted at the time of initial employment. Time in excess of two years will be halved and included in the next contract. There is a limit of four years total credit for military service.
6. All teachers hired will be immediately "on guide" with a salary to be determined by the number of years of certified public school teaching experience they have accumulated.
7. Teachers will be allowed two personal days leave per school year. One day with advance notice and approval of the administrator and one day without prior notice. Unused personal days will be converted to sick days for the following year.
8. Teachers will be allowed ten sick days per year. Unused sick days will be accumulated.
9. Upon retiring from the Blairstown School District, a teacher

with fifteen (15) years experience, ten (10) in Blairstown, will receive \$20.00 per day for their unused accumulated sick days.

10. Upon receipt of an official transcript, an additional \$250.00 will be added to the teachers annual salary at the Masters plus 15 credit level and at the Master's plus 30 credit level.
11. At the time the contract is offered, the teachers will designate whether they choose a ten or twelve month pay plan.
12. Tuition reimbursement of \$50 per credit per course. The course must have prior approval from the school administrator and must be in the teacher's field of endeavor. Reimbursement will be made upon receipt of an official transcript that you have completed the course. The tuition reimbursement will not be added onto the teacher's salary each year.
13. Each teacher will receive one professional day per year to enhance their professional improvement. This day must be approved by the school administrator. This day may not be accumulated.



The teacher's salary package for the school years 1984-1985 and 1985-1986 will be calculated with an 8% increase of the total Bachelor Salaries.

I. For the two school years of this contract the "faculty" will be considered a constant in total number for salary purposes only in accordance with the 1983-1984 school year. The financial responsibility for additions to the faculty or changes in its membership requiring additional money will be the obligation of the Blairstown Board of Education. The term "base salary" is defined as, "that salary a faculty member receives on the Bachelor's salary guide."

- (1) The multiplicand for the first year of the contract will be the total of the "base salaries " for the "faculty" from the 1983-1984 school year.
- (2) The multiplicand for the second year of the contract will be the total of the "base salaries" for the "faculty" from the 1984-1985 school year.

## SALARY GUIDE

1984-85

<u>Years Exp.</u>	<u>Contract Number</u>	<u>B.A. GUIDE</u>	<u>M.A. GUIDE</u>	<u>Masters+15</u>	<u>Masters+30</u>
0	1	15,630	16,530	16,780	17,030
1	2	16,305	17,205	17,455	17,705
2	3	16,980	17,880	18,130	18,380
3	4	17,655	18,555	18,805	19,055
4	5	18,330	19,230	19,480	19,730
5	6	19,005	19,905	20,155	20,405
6	7	19,680	20,580	20,830	21,080
7	8	20,355	21,255	21,505	21,755
8	9	21,030	21,930	22,180	22,430
9	10	21,705	22,605	22,855	23,105
10	11	22,380	23,280	23,530	23,780
11	12	23,055	23,955	24,205	24,455
12	13	23,730	24,630	24,880	25,130
13	14	24,405	25,305	25,555	25,805
14	15	25,080	25,980	26,230	26,480

1985/86

See increase  
(18,500)

YRS.	CONT.	B.S.	M.A.	M.A.+15	M.A.+30
0	1	16935	17935	18085	18335
1	2	17610	18510	18760	19010
2	3	18285	19185	19435	19685
3	4	18960	19860	20110	20360
4	5	19635	20535	20785	21035
5	6	20310	21210	21460	21710
6	7	20985	21885	22135	22385
7	8	21660	22560	22810	23060
8	9	22335	23235	23485	23735
9	10	23010	23910	24160	24410
10	11	23685	24585	24835	25085
11	12	24360	25260	25510	25760
12	13	25035	25935	26185	26435
13	14	25710	26610	26860	27110
14	15	26385	27285	27535	27785

This is the proposed salary guide to be implemented in the 1985/86 school year, in the event that the 18,500 starting salary bill is not passed.

When the 18,500 starting salary is passed, we request the opportunity to renegotiate the 1985/86 salary package only.

Negotiation Chairperson

*Felix A. Staffaroni*

Felix A. Staffaroni

## Current 1985/86 Guide

YRS.	CONT.	B.S.	M.A.	M.A.+15	M.A.+30
0	1	16935	17835	18085	18335
1	2	17610	18510	18760	19010
2	3	18285	19185	19435	19685
3	4	18960	19860	20110	20360
4	5	19635	20535	20785	21035
5	6	20310	21210	21460	21710
6	7	20985	21885	22135	22385
7	8	21660	22560	22810	23060
8	9	22335	23235	23485	23735
9	10	23010	23910	24160	24410
10	11	23685	24585	24835	25085
11	12	24360	25260	25510	25760
12	13	25035	25935	26185	26435
13	14	25710	26610	26860	27110
14	15	26385	27285	27535	27785

## Proposed New 1985/86 Guide

YRS.	CONT.	B.S.	M.A.	M.A.+15	M.A.+30
0	1	18500	19400	19650	19900
1	2	19175	20075	20325	20575
2	3	19850	20750	21000	21250
3	4	20525	21425	21675	21925
4	5	21200	22100	22350	22600
5	6	21875	22775	23025	23275
6	7	22550	23450	23700	23950
7	8	23225	24125	24375	24625
8	9	23900	24800	25050	25300
9	10	24575	25475	25725	25975
10	11	25250	26150	26400	26650
11	12	25925	26825	27075	27325
12	13	26600	27500	27750	28000
13	14	27275	28175	28425	28675
14	15	27950	28850	29100	29350

Felix A. Staffaroni

BLAIRSTOWN TOWNSHIP ELEMENTARY SCHOOL

Blairstown, New Jersey 07825

1986/1987 SALARY GUIDE

YRS.	CONT.	B.S.	M.A.	M.A.+15	M.A.+30
0	1	19978	20878	21128	21378
1	2	20653	21553	21803	22053
2	3	21328	22228	22478	22728
3	4	22003	22903	23153	23403
4	5	22678	23578	23828	24078
5	6	23353	24253	24503	24753
6	7	24028	24928	25178	25428
7	8	24703	25603	25853	26103
8	9	25378	26278	26528	26778
9	10	26053	26953	27203	27453
10	11	26728	27628	27878	28128
11	12	27403	28303	28553	28803
12	13	28078	28978	29228	29478
13	14	28753	29653	29903	30153
14	15	29428	30328	30578	30828

YRS.	CONT.	B.S. 85/86	B.S. 86/87
0	1	18500	19978
1	2	19175	20653
2	3	19850	21328
3	4	20525	22003
4	5	21200	22678
5	6	21875	23353
6	7	22550	24028
7	8	23225	24703
8	9	23900	25378
9	10	24575	26053
10	11	25250	26728
11	12	25925	27403
12	13	26600	28078
13	14	27275	28753
14	15	27950	29428

This agreement shall be effective as of July 1, 1984,  
and shall continue in effect until June 30, 1986.

In witness whereof the parties hereto have caused this  
agreement to be signed by their respective presidents, attested  
by their respective secretaries all on the day and year first  
above written.

BLAIRSTOWN TOWNSHIP  
TEACHERS' ASSOCIATION

By Linda Cummings  
President

By John J. J. J.  
Secretary

BLAIRSTOWN TOWNSHIP  
BOARD OF EDUCATION

By Raymond H. Kunkle  
President

By Doris C. Bair  
Secretary